

Message Text

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ORIGIN AF-08

INFO OCT-01 ISO-00 SIG-01 CIAE-00 COME-00 EB-08 INR-07
LAB-04 NSAE-00 SIL-01 MMO-01 USIA-06 /037 R

DRAFTED BY AF/I:LPSLEZAK
APPROVED BY AF:AMB. BOLEN
AF/EX:GKRYZA
S/IL:DGOOD
AF/I:WHLEWIS
DEPT OF LABOR (ILAB):HDAVEY/GHOLMES
-----110700Z 116690 /15

R 102242Z MAR 77
FM SECSTATE WASHDC
TO AMEMBASSY ABIDJAN
AMEMBASSY ACCRA
AMEMBASSY BAMAKO
AMCONSUL CAPE TOWN
AMEMBASSY DAKAR
AMEMBASSY DAR ES SALAAM
AMEMBASSY FREETOWN
AMCONSUL JOHANNESBURG
AMEMBASSY KHARTOUM
AMEMBASSY LAGOS
AMEMBASSY LOME
AMEMBASSY LIBREVILLE
AMEMBASSY LUSAKA
AMEMBASSY MONROVIA
AMEMBASSY NAIROBI
AMEMBASSY PRETORIA
AMEMBASSY OUAGADOUGOU
AMEMBASSY TANANARIVE
AMEMBASSY YAOUNDE

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CAPE TOWN FOR EMBASSY

E.O. 11652:N/A

TAGS:ELAB, PINT, PORG, PFOR, XA, US

SUBJECT:THE LABOR FUNCTION IN AFRICA

REF: (A) 11 FAM 238, (B) 10 FAM 400

SUMMARY: IN LIGHT OF RELATIVE PAUCITY OF LABOR REPORTING FROM AFRICAN POSTS, DEPARTMENT WISHES TO DRAW ATTENTION TO OUR CONTINUING REQUIREMENTS AND TO AREAS OF PARTICULAR INTEREST AT THIS TIME. WE ALSO WANT TO ENCOURAGE POSTS TO UTILIZE OPPORTUNITIES PRESENTED BY INTEGRATION OF LABOR MOVEMENTS WITH PARTY/GOVERNMENTAL STRUCTURE IN MOST COUNTRIES FOR ADVANCING US INTEREST ON BROAD RANGE OF ISSUES.

1. AFRICAN LABOR ORGANIZATIONS ARE GENERALLY INTEGRATED INTO THEIR RESPECTIVE POWER STRUCTURE WITH LIMITED MEANS FOR INDEPENDENT ACTION. THEY ARE IMPORTANT AS 1) IMPLEMENTERS OF GOVERNMENT SOCIAL AND ECONOMIC POLICIES; 2) TRAINING GROUNDS FOR GOVERNMENTAL AND INDUSTRY LEADERS; 3) SOURCES FOR PARTY FUNDING AND ASSISTANCE FOR PARTY ORGANIZATIONS; 4) MEANS OF COMMUNICATING WITH WORKERS AND FOR CHANNELING POSSIBLE EXPRESSIONS OF DISCONTENT; AND 5) URBANIZING AND DETRIBALIZING INFLUENCES. DESPITE THE ABOVE CAVEAT, IN A FEW COUNTRIES TRADE UNIONS ARE THE ONLY

REASONABLY INDEPENDENT SOCIO-ECONOMIC INSTITUTIONS AND ARE IMPORTANT ON THAT ACCOUNT. MANY LABOR LEADERS ARE ALSO PARTY LEADERS AND SOME PLAY SIGNIFICANT ROLES IN GOVERNMENT. US OBJECTIVES ARE TO 1) STIMULATE GROWTH OF INSTITUTIONS CONGENIAL WITH US GOALS AND VALUES; 2) UTILIZE LABOR-RELATED INSTITUTIONS TO INFLUENCE SIGNIFICANT ELEMENT IN HOST COUNTRY AND FURTHER DIALOGUE WITH AFRICA; LIMITED OFFICIAL USE

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AND 3) PROMOTE US POSITIONS IN INTERNATIONAL LABOR FORA.

2. REF FAMS CONTAIN DETAILED INSTRUCTIONS FOR LABOR REPORTING. DOMESTIC ISSUES OF PARTICULAR CURRENT INTEREST TO AF INCLUDE: 1) DEVELOPMENTS IN TRADE UNIONS AND OTHER LABOR ORGANIZATIONS, LABOR LEADERSHIP, INCLUDING BIO DATA, LABOR'S ROLE IN POLITICAL AND SOCIO/ECONOMIC PROCESSES; 2) RELATIONSHIPS AMONG LABOR, PARTY, AND GOVERNMENT INCLUDING LABOR'S ROLE IN GOVERNMENTAL, QUASI-GOVERNMENTAL AND PARASTATAL ORGANIZATIONS AND GOVERNMENT ROLE IN LABOR ORGANIZATIONS; 3) LABOR RELATIONS, INCLUDING INSTITUTIONAL FRAMEWORK AND FUNCTIONS OF UNIONS, WORKS COMMITTEES, WORK-SITE POLITICAL COMMISSARS, COLLECTIVE BARGAINING, LABOR PRACTICES OF MAJOR EMPLOYERS, PARTICULARLY OF US SUBSIDIARIES, STRIKES AND LOCKOUTS; 4) EMPLOYMENT/UNEMPLOYMENT WITH EMPHASIS ON SOCIO/POLITICAL PROBLEMS RESULTING FROM INDUSTRIALIZATION, URBANIZATION, LABOR MIGRATION; 5) MAJOR CHANGES IN LABOR LAWS AND THEIR ADMINISTRATION; 6) SPECIAL LABOR INCENTIVES TO OUTSIDE INVESTORS; AND 7)

MAJOR DEVELOPMENTS IN WAGES, SALARIES, FRINGE BENEFITS AND
OTHER CONDITIONS OF EMPLOYMENT.

3. INTERNATIONAL LABOR ISSUES OF PARTICULAR INTEREST TO
AF INCLUDE: 1) ATTITUDE TOWARD US ILO POSITION AND
ASSESSMENT OF EFFECTIVENESS OF ILO TECHNICAL ASSISTANCE
PROGRAMS; 2) ACTIVITIES AND SIGNIFICANCE OF ORGANIZATION
OF AFRICAN TRADE UNION UNITY (OATUU); 3) ACTIVITIES OF
OTHER INTERNATIONAL ORGANIZATIONS, ICFTU, WFTU, WCL, FRG'S
FRIEDRICH EBERT FOUNDATION, SOVIET AUCCTU, FRENCH CGT,
INTERNATIONAL TRADE SECRETARIATS, ETC.; 4) ACTIVITIES OF
AFRICAN-AMERICAN LABOR CENTER INCLUDING AALC RELATIONS
WITH HOST COUNTRY AND OTHER INTERNATIONAL ORGANIZATIONS;
5) INTERNATIONAL ACTIVITIES OF NATIONAL UNIONS; 6) ATTITUDES
TOWARD SUBSIDIARIES OF US-BASED COMPANIES; 7) REACTIONS
TO US INVESTMENT IN SOUTH AFRICA AND TO LABOR POLICIES OF
US SUBSIDIARIES IN SA; 8) REACTIONS TO BOYCOTT
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AND OTHER ORGANIZED LABOR ACTIVITIES AGAINST SOUTH AFRICA
OR COMPANIES OPERATING IN SA; 9) BILATERAL LABOR SUPPLY
AGREEMENTS.

4. OTHER MAJOR ASPECT OF LABOR FUNCTION IS TO UTILIZE
CONTACTS FOR ENCOURAGING DEVELOPMENT OF DEMOCRATIC WORKER
ORGANIZATIONS AND FOR PROVIDING INFORMATION ON US POLICIES
ON LABOR AND OTHER ISSUES. INTEGRATION OF LABOR INTO
VARIOUS POLITICAL/ECONOMIC BODIES OFTEN AFFORDS LABOR
OFFICER AND OTHER EMBASSY OFFICERS DEALING WITH LABOR-
RELATED ORGANIZATIONS SPECIAL OPPORTUNITY FOR ACCESS TO
BROAD SPECTRUM OF DECISION MAKERS. ENTREE TO THIS RANGE
OF CONTACTS MAY BE HELPFUL IN IDENTIFYING FUTURE LEADERS
OF HOST COUNTRY, SOME OF WHOM MIGHT BE CONSIDERED FOR
INTERNATIONAL VISITOR PROGRAM.

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Message Attributes

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